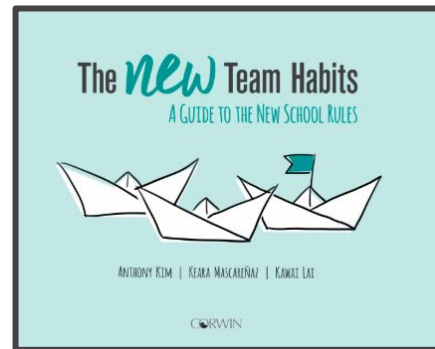


THE **NEW** TEAM HABITS

WEBINAR

October 8, 2019



IN THE CHAT:

NAME + ROLE + DISTRICT

ONE HABIT YOU ARE TRYING TO BREAK
OR BUILD

THROUGHOUT THE SESSION, FEEL FREE TO ADD ANY QUESTIONS AS THEY COME UP.



YOUR WEBINAR TEAM



GABBY HEWITT



JUSTIN TOOMER

GOALS FOR TODAY'S WEBINAR:

1. INTRODUCTION TO HABITS.
2. EXERCISE TO CONSIDER HOW TO USE TEAM HABITS TO BUILD LASTING CHANGE.
3. FRAMEWORK FOR HOW TO BUILD GOOD TEAM HABITS OR BREAK UNDESIRABLE ONES.

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WHY HABITS?

DESIRE

We want to learn a new language.

We want to spend more time being present with our families.

We want to lose weight.

GOAL

Be fluent by Summer 2020.

Spend 10 hours a week with family.

Set a target weight loss goal of ~20 pounds.

HABIT

Commit to 20 minutes of practice each day.

Commit to eat dinner with them each night.

Commit to walking 30 minutes each day.

WHY HABITS?

IN THE CHAT:

WHAT DO YOU NOTICE ABOUT HOW HABITS ARE
DIFFERENT THAN SETTING GOALS? HOW MIGHT
THIS PLAY OUT ON YOUR CURRENT TEAMS?

WHY HABITS?

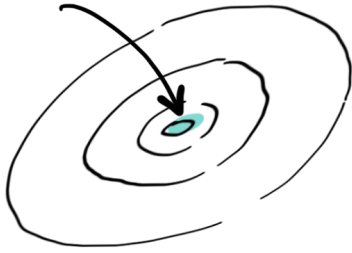
HABITS HELP US:

- Overshoot our goals.
- Are easier to start (tiny habits).
- Are lifelong once established.
- Add up (Aggregation of marginal gains).

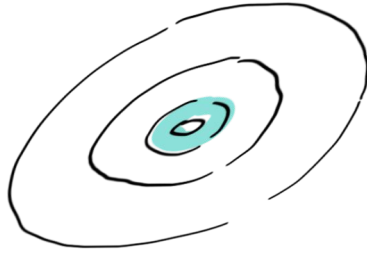
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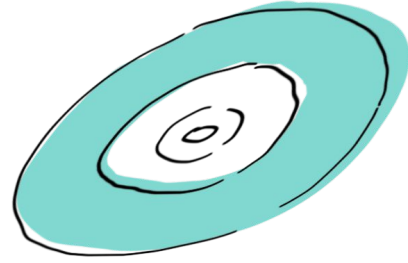
SMALL HABITS CONNECT TO A LARGER PURPOSE



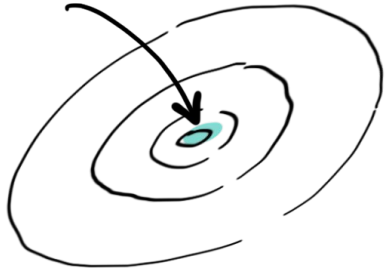
SMALL HABIT



TINY RIPPLE EFFECT

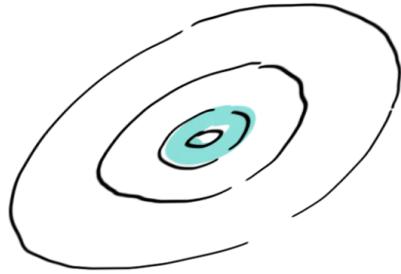


BIG RIPPLE EFFECT



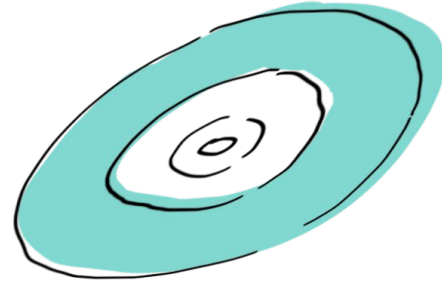
HABIT

WE BRUSH OUR
TEETH



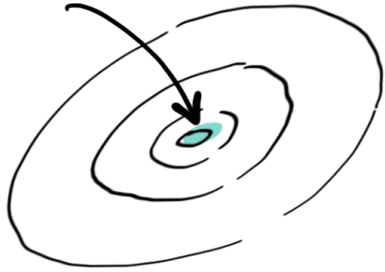
TINY RIPPLE

TO HAVE A
HEALTHY MOUTH



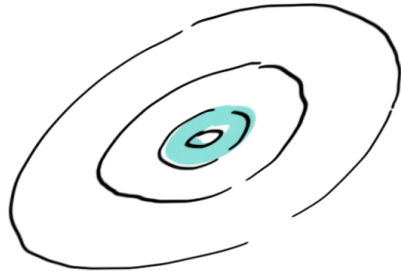
BIG RIPPLE

SO THAT WE CAN TALK, EAT,
AND LAUGH WITH OTHERS WITH
CONFIDENCE



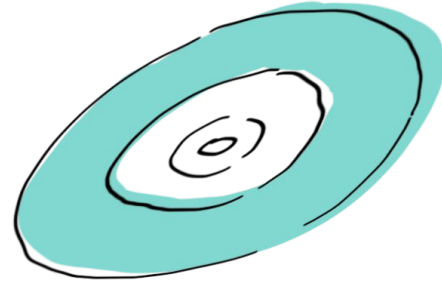
HABIT

I PUT MY
COMPUTER TO
"SLEEP"



TINY RIPPLE

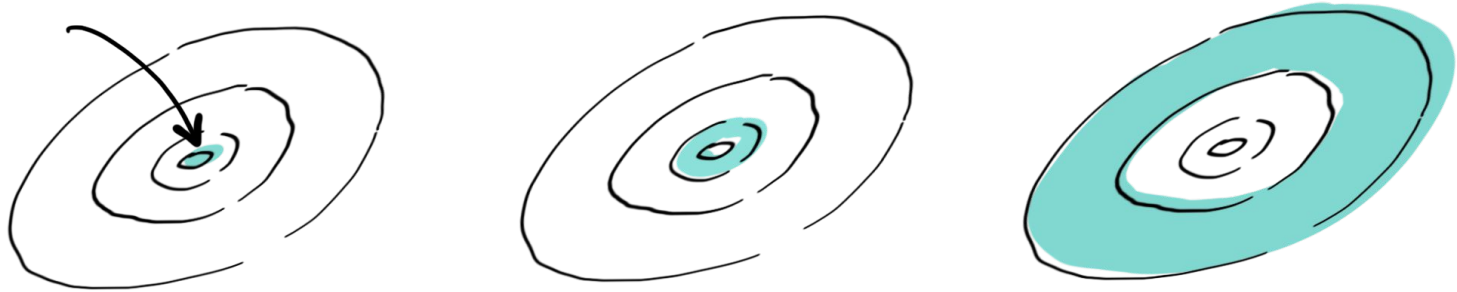
TO SIGNIFY END
OF THE WORK DAY



BIG RIPPLE

SO I CAN BE MORE PRESENT IN
MY OTHER PURSUITS +
RELATIONSHIPS

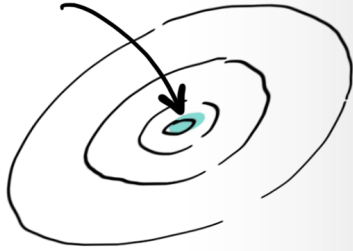
WE BELIEVE **A SINGLE TEAM** CAN HAVE A RIPPLE
EFFECT THAT IMPACTS YOUR ORG DESIGN + CULTURE



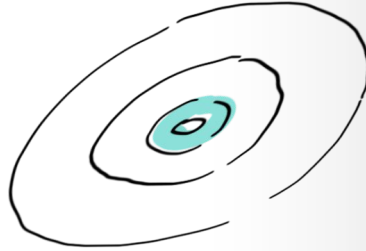
TEAM HABITS

- ① CREATE CONSISTENT PRACTICES ACROSS GROUP FOR FASTER LEARNING + SHARING
- ② INVOLVE EVERYONE IN THE CHANGE VS. RELYING ON SINGLE PERSON
- ③ SUPPORT HABITS TO SPREAD MORE QUICKLY AS SINGLE TEAM AMPLIFIES HABITS

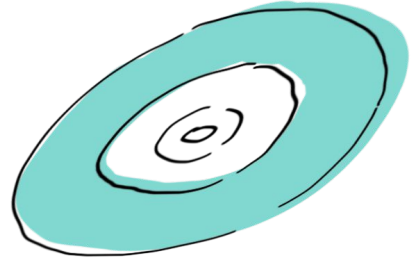
GET OUT A SHEET OF PAPER AND FOLD IT IN THREE.



SMALL HABIT

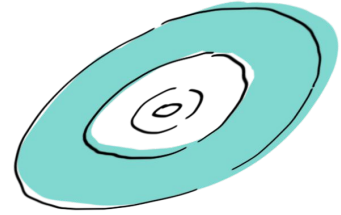


TINY RIPPLE EFFECT



BIG RIPPLE EFFECT

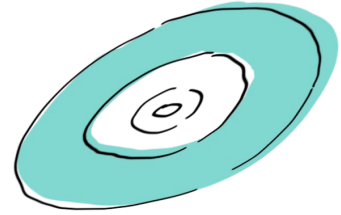
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BIG RIPPLE EFFECT

WHAT "BIG RIPPLE"
DO YOU WANT YOUR
TEAM'S HABITS TO
LEAD TO?

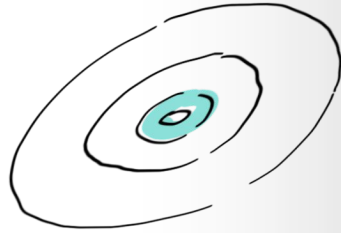
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BIG RIPPLE EFFECT

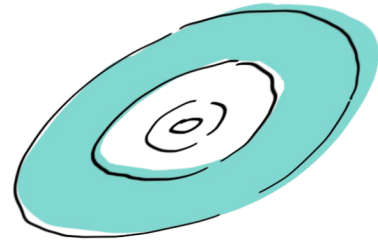
OLYMPIC SWIM TEAM:
"WIN A GOLD MEDAL
AT THE SUMMER 2020
GAMES"

GET OUT A SHEET OF PAPER AND FOLD IT IN THREE.



TINY RIPPLE EFFECT

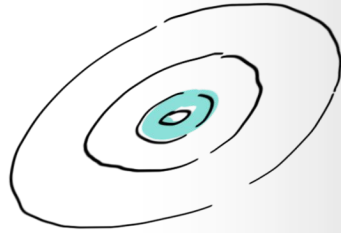
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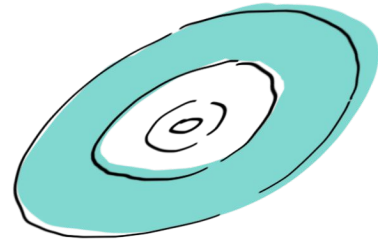
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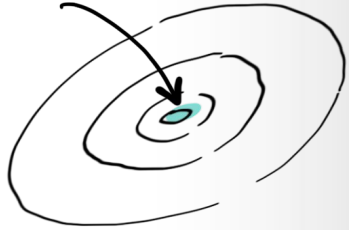
HAVE THE FASTEST
TEAM INTO THE
WATER.



BIG RIPPLE EFFECT

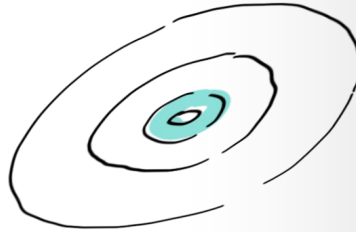
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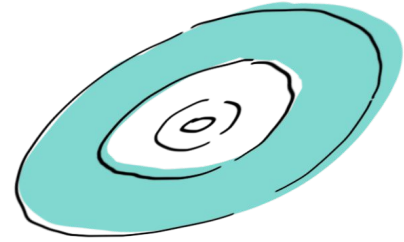
SMALL HABIT

WHAT SMALL TEAM
HABIT WILL START
THE TINY RIPPLE
EFFECT?



TINY RIPPLE EFFECT

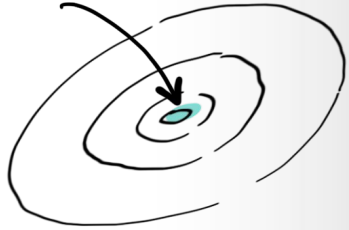
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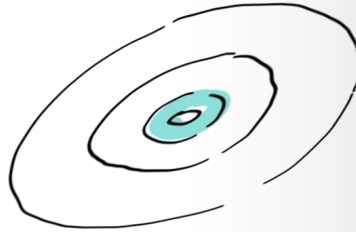
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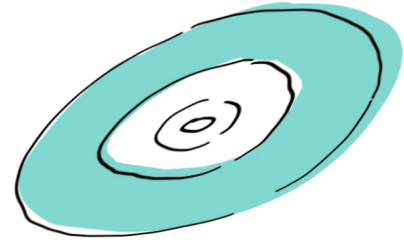
SMALL HABIT

WE PRACTICE
JUMPING OFF THE
BLOCKS EVERY DAY.



TINY RIPPLE EFFECT

HAVE THE FASTEST
TEAM INTO THE
WATER.



BIG RIPPLE EFFECT

OLYMPIC SWIM TEAM:
"WIN A GOLD MEDAL
AT THE SUMMER 2020
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HABITS LEAD TO BIG RIPPLE EFFECTS

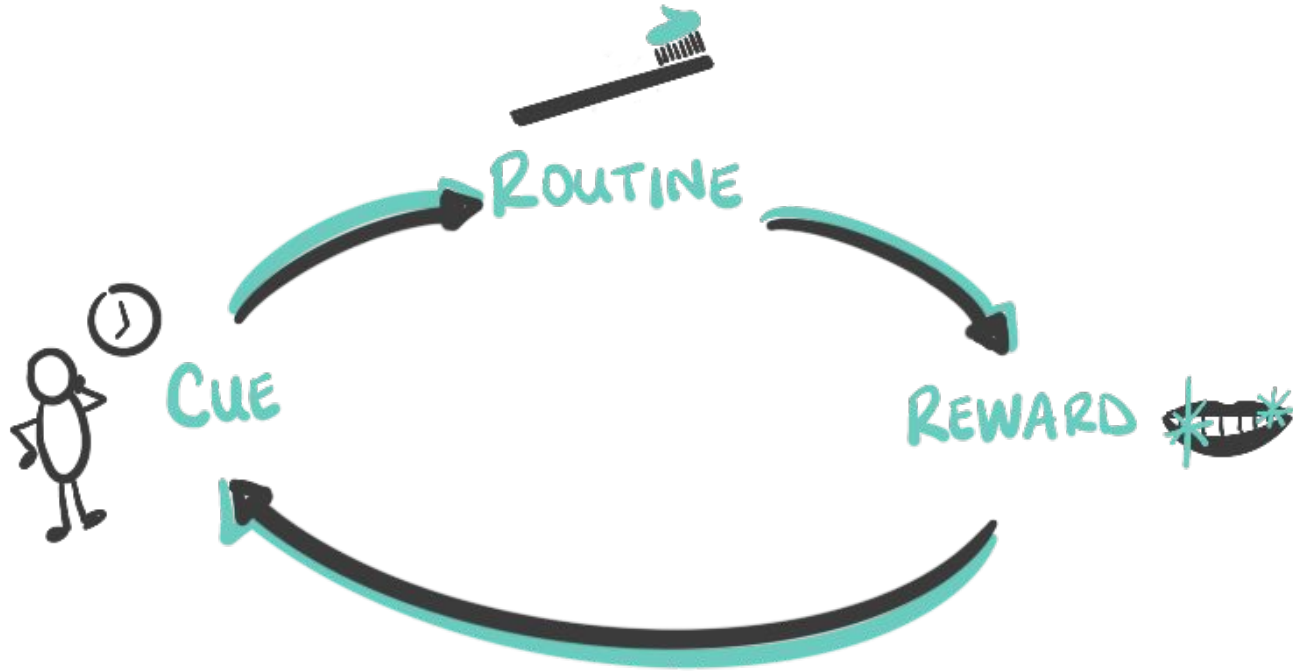
IN THE CHAT:

SHARE YOUR HABIT-SMALL RIPPLE-BIG RIPPLE
CHANGE WITH THE GROUP.

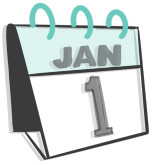
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BUILDING HABITS



BUILDING HABITS



Instantaneous Change - make the decision and do it, very few people can do this. Otherwise we'd all be hitting all of our new year's resolutions.



Changing environments or cues (triggers) - like waking up and picking up my phone



Practiced behaviors - forcing yourself to at least put on your running shoes every day even if you don't run

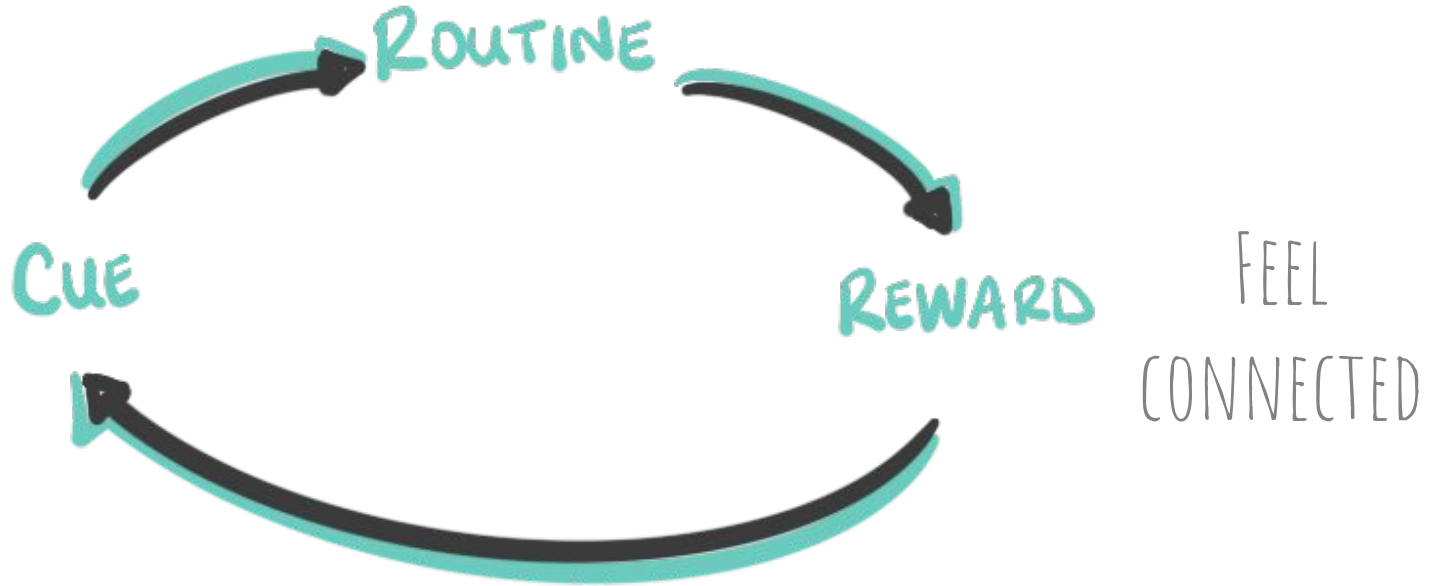


Overwriting old habits - replacing it with a new one, e.g. switching out cigarettes for Tic Tacs

HACKING THE HABIT LOOP



LOOKING AT
MY PHONE



CHANGE THE ENVIRONMENT TO MAKE ROUTINE MORE DIFFICULT

HACKING THE HABIT LOOP



REPLACE CIGARETTE
WITH TIC-TAC

CRAVING A
CIGARETTE

CUE

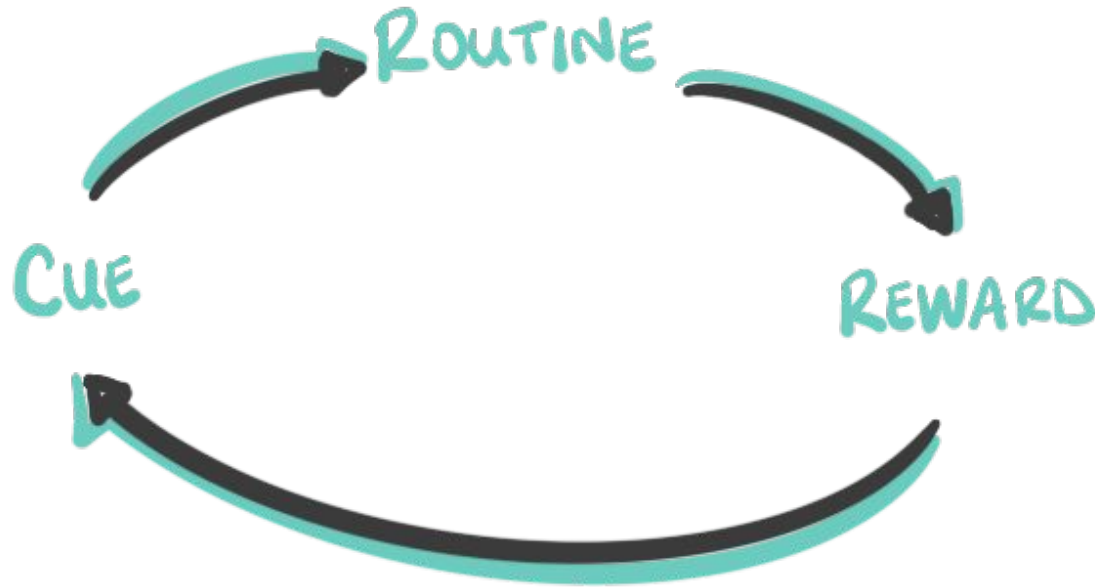
ROUTINE

REWARD

CRAVING
SATISFIED

OVERWRITE AN OLD HABIT AT THE ROUTINE STAGE.

HACKING THE HABIT LOOP



ON A PIECE OF PAPER, WRITE OUT YOUR OLD HABIT LOOP. NOW TRY TO REPLACE IT WITH A STRATEGY

IN THE CHAT:

AS YOU CHECK OUT, SHARE THE REWARD
THAT YOU'RE AIMING FOR AND ONE
STRATEGY TO BUILD A GOOD HABIT
TOWARD THAT.



STAY CONNECTED



PRE-ORDER THE BOOK ON AMAZON.



REGISTER FOR THE NEW TEAM HABITS
INSTITUTE IN DENVER, NOV. 6-7.